

DEPARTMENT OF WORKFORCE DEVELOPMENT

GOVERNOR'S BUDGET RECOMMENDATIONS

Source of Funds	FY21 Adjusted Base	FY22 Recommended	% Change Over FY21	FY23 Recommended	% Change Over FY22
GPR	53,865,800	156,131,400	189.9	78,681,500	-49.6
PR-F	206,065,400	212,833,000	3.3	207,852,500	-2.3
PR-O	3,289,600	3,235,400	-1.6	3,254,800	0.6
PR-S	75,230,000	74,835,700	-0.5	74,835,700	0.0
SEG-O	25,938,600	31,166,500	20.2	31,166,500	0.0
TOTAL	364,389,400	478,202,000	31.2	395,791,000	-17.2

FULL-TIME EQUIVALENT POSITION SUMMARY

Source of Funds	FY21 Adjusted Base	FY22 Recommended	FTE Change Over FY21	FY23 Recommended	FTE Change Over FY22
GPR	150.82	179.53	28.71	202.53	23.00
PR-F	1,265.18	1,181.97	-83.21	1,176.97	-5.00
PR-O	8.90	6.90	-2.00	6.90	0.00
PR-S	209.35	208.75	-0.60	208.75	0.00
SEG-O	72.80	72.80	0.00	72.80	0.00
TOTAL	1,707.05	1,649.95	-57.10	1,667.95	18.00

AGENCY DESCRIPTION

The department is led by a secretary who is appointed by the Governor with the advice and consent of the Senate. The department's programs are administered by the Office of the Secretary and the following six divisions: Equal Rights, Unemployment Insurance, Vocational Rehabilitation, Worker's Compensation, Employment and Training, and Operations.

The department's functions include:

- Developing and maintaining systems for unemployment insurance, worker's compensation and other income maintenance benefit payments to help minimize the effects of decreased or irregular purchasing power of workers due to unemployment or work-related injury or illness, and to promote self-sufficiency.
- Assisting employers looking for workers and people looking for jobs. Developing training opportunities to improve job skills of Wisconsin residents in order to help business and industry meet skilled workforce needs. Providing leadership among the state agencies on the development of employment and training policy and planning. Coordinating local planning for, and effective delivery of, labor exchange and employment and training program services throughout the state's one-stop job center system.

- Providing programs, services, assessment and training to people with disabilities to develop skills needed to obtain employment.
- Promoting compliance with laws and codes designed to protect the public from discrimination in employment, housing and public accommodations, and to assure adherence to fair labor standards.

MISSION

The mission of the department is to efficiently deliver effective and inclusive services to meet Wisconsin's diverse workforce needs, and advocate for the protection and economic advancement of all Wisconsin workers, employers and job seekers.

PROGRAMS, GOALS, OBJECTIVES AND ACTIVITIES

Program 1: Workforce Development

Goal: Provide job applicants with access to available jobs in Wisconsin.

Objective/Activity: Increase employers' access to available labor pools and job seekers' access to available jobs by increasing the number of job orders posted on www.JobCenterofWisconsin.com.

Goal: Provide high school students with school-based and work-based instruction to assist them to directly enter the workforce with occupational skills needed by Wisconsin employers.

Objective/Activity: Increase the employability of high school graduates through youth apprenticeship.

Goal: Prepare individuals for skilled occupations through apprenticeship participation that combines on-the-job training, under the supervision of experienced journey workers, with related classroom instruction.

Objective/Activity: Improve access to quality training and family-supporting careers by increasing the number of new apprenticeship contracts each year through new program development and program expansion.

Goal: Maintain the efficiency of worker's compensation programs.

Objective/Activity: Monitor promptness of first indemnity payment of worker's compensation injury claims to ensure compliance with the performance standard that 80 percent of first indemnity payments are issued within 14 days of injury, as set forth under DWD 80.02(3)(a), Wis. Admin. Code.

Goal: Provide temporary economic assistance to Wisconsin's eligible unemployed workers and stabilize Wisconsin's economy by paying unemployment insurance benefits as quickly and accurate as possible.

Objective/Activity: First payment promptness for paying intrastate worker claims for unemployment insurance will meet or exceed the federal standard established by the secretary of the U.S. Department of Labor.

Program 5: Vocational Rehabilitation Services

Goal: Obtain, maintain and improve employment for people with disabilities by working with vocational rehabilitation consumers, employers and other partners.

Objective/Activity: Provide high-quality employment preparation, assistive technology and placement services to eligible individuals and improve employment outcomes for people with disabilities.

PERFORMANCE MEASURES

2019 AND 2020 GOALS AND ACTUALS

Prog. No.	Performance Measure	Goal 2019	Actual 2019	Goal 2020	Actual 2020
1.	Number of new jobs posted on www.JobCenterofWisconsin.com.	424,295	457,185	514,067	331,313
1.	Number of students enrolled in Youth Apprenticeship program.	4,600	5,088	4,750	6,063
1.	Number of new registered apprentice contracts.	3,200	3,999	3,500	3,247
1.	Percentage of worker's compensation claims with first indemnity payments made within 14 days of injury.	80%	80%	80%	80%
1.	Federal performance metric for intrastate unemployment insurance first payment. ¹	87%	87%	87%	78%
5.	Number of employment outcomes for job seekers with disabilities.	4,000	3,590	4,025	3,451

Note: Based on fiscal year.

¹The performance period for this measure is from the beginning of April through the end of March.

2021, 2022 AND 2023 GOALS

Prog. No.	Performance Measure	Goal 2021	Goal 2022	Goal 2023
1.	Number of new jobs posted on www.JobCenterofWisconsin.com.	360,000 ¹	378,000	396,900
1.	Number of students enrolled in Youth Apprenticeship program.	4,850	4,950	5,050
1.	Number of new registered apprentice contracts.	3,900 ¹	4,200	4,600
1.	Percentage of worker's compensation claims with first indemnity payments made within 14 days of injury.	80%	80%	80%
1.	Federal performance metric for intrastate unemployment insurance first payment.	87.0%	87.0%	87.0%
5.	Number of employment outcomes for job seekers with disabilities.	3,100 ¹	3,100	3,100

Note: Based on fiscal year.

¹Goals for 2021 have been revised.

DEPARTMENT OF WORKFORCE DEVELOPMENT

GOVERNOR'S BUDGET RECOMMENDATIONS

RECOMMENDATIONS

1. Unemployment Insurance Modernization
2. Unemployment Insurance Administration
3. Pandemic Recovery Grants for Local Workforce Boards
4. Healthcare Jobs and Recruitment
5. Wisconsin Fast Forward Pandemic Training Grants
6. Injury to Critical Workers During COVID-19
7. Wisconsin Fast Forward Green Job Training
8. Wisconsin Worker Connection Pilot Program
9. Hire Heroes Program
10. Apprenticeship Expansion
11. Youth Apprenticeship
12. Project SEARCH
13. Increase Vocational Rehabilitation Resources
14. Worker Classification Violation Penalty Structure
15. Education on Worker Misclassification
16. Investigation and Enforcement of Worker Classification
17. Minimum Wage
18. Prevailing Wage
19. Right to Work
20. Project Labor Agreements
21. Local Employment Regulations
22. Migrant Labor Inspector
23. Job Applicant Conviction History
24. Unemployment Insurance Policy Changes
25. Family and Medical Leave
26. Employment Discrimination
27. Work Opportunity Tax Credit
28. Equal Rights Technology
29. Child Labor Permit Fees
30. Child Labor Permit Functions
31. Substance Abuse Prevention on Public Works and Public Utility Projects
32. Worker's Compensation Electronic Payments and Forms
33. Worker's Compensation Appropriation Change
34. Work Injury Supplemental Fund Appropriation
35. Program Revenue Overdraft
36. Agency Equity Officer
37. Federal Reestimates
38. Human Resources Shared Services Positions
39. Standard Budget Adjustments

ITEMS NOT APPROVED

40. Transfer of WC Adjudication
41. Juvenile Justice System Apprenticeship Program

Table 1
Department Budget Summary by Funding Source (in thousands of dollars)

	ACTUAL FY20	ADJUSTED BASE FY21	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY22	FY23	FY22	FY23
GENERAL PURPOSE REVENUE	\$48,326.5	\$53,865.8	\$54,310.1	\$55,248.5	\$156,131.4	\$78,681.5
State Operations	11,306.7	12,729.9	12,961.7	12,981.1	106,355.5	36,209.1
Local Assistance	8,060.5	9,675.9	9,400.9	9,400.9	17,400.9	9,400.9
Aids to Ind. & Org.	28,959.3	31,460.0	31,947.5	32,866.5	32,375.0	33,071.5
FEDERAL REVENUE (1)	\$201,992.4	\$206,065.4	\$212,675.5	\$207,642.5	\$212,833.0	\$207,852.5
State Operations	144,852.1	130,226.8	144,710.2	140,021.6	144,867.7	140,231.6
Aids to Ind. & Org.	57,140.4	75,838.6	67,965.3	67,620.9	67,965.3	67,620.9
PROGRAM REVENUE (2)	\$41,809.4	\$78,519.6	\$78,013.0	\$78,013.0	\$78,071.1	\$78,090.5
State Operations	41,522.5	78,079.7	77,573.1	77,573.1	77,631.2	77,650.6
Aids to Ind. & Org.	286.9	439.9	439.9	439.9	439.9	439.9
SEGREGATED REVENUE (3)	\$29,034.3	\$25,938.6	\$31,166.5	\$31,166.5	\$31,166.5	\$31,166.5
State Operations	18,531.9	15,078.6	20,306.5	20,306.5	20,306.5	20,306.5
Aids to Ind. & Org.	10,502.3	10,860.0	10,860.0	10,860.0	10,860.0	10,860.0
TOTALS - ANNUAL	\$321,162.6	\$364,389.4	\$376,165.1	\$372,070.5	\$478,202.0	\$395,791.0
State Operations	216,213.2	236,115.0	255,551.5	250,882.3	349,160.9	274,397.8
Local Assistance	8,060.5	9,675.9	9,400.9	9,400.9	17,400.9	9,400.9
Aids to Ind. & Org.	96,888.9	118,598.5	111,212.7	111,787.3	111,640.2	111,992.3

(1) Includes Program Revenue-Federal and Segregated Revenue-Federal

(2) Includes Program Revenue-Service and Program Revenue-Other

(3) Includes Segregated Revenue-Service, Segregated Revenue-Other and Segregated Revenue-Local

Table 2
Department Position Summary by Funding Source (in FTE positions) (4)

	ADJUSTED BASE FY21	AGENCY REQUEST FY22	FY23	GOVERNOR'S RECOMMENDATION FY22	FY23
GENERAL PURPOSE REVENUE	150.82	152.03	152.03	179.53	202.53
State Operations	82.65	83.65	83.65	111.15	134.15
Aids to Ind. & Org.	68.17	68.38	68.38	68.38	68.38
FEDERAL REVENUE (1)	1,265.18	1,178.97	1,173.97	1,181.97	1,176.97
State Operations	970.74	884.53	884.53	887.53	887.53
Aids to Ind. & Org.	294.44	294.44	289.44	294.44	289.44
PROGRAM REVENUE (2)	218.25	215.25	215.25	215.65	215.65
SEGREGATED REVENUE (3)	72.80	109.30	109.30	72.80	72.80
TOTALS - ANNUAL	1,707.05	1,655.55	1,650.55	1,649.95	1,667.95
State Operations	1,344.44	1,292.73	1,292.73	1,287.13	1,310.13
Aids to Ind. & Org.	362.61	362.82	357.82	362.82	357.82

(1) Includes Program Revenue-Federal and Segregated Revenue-Federal

(2) Includes Program Revenue-Service and Program Revenue-Other

(3) Includes Segregated Revenue-Service, Segregated Revenue-Other and Segregated Revenue-Local

(4) All positions are State Operations unless otherwise specified

Table 3
Department Budget Summary by Program (in thousands of dollars)

	ACTUAL FY20	ADJUSTED BASE FY21	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
			FY22	FY23	FY22	FY23
1. Workforce development	\$227,495.9	\$274,094.0	\$284,741.8	\$276,439.3	\$386,778.7	\$300,159.8
5. Vocational rehabilitation services	\$93,666.7	\$90,295.4	\$91,423.3	\$95,631.2	\$91,423.3	\$95,631.2
TOTALS	\$321,162.6	\$364,389.4	\$376,165.1	\$372,070.5	\$478,202.0	\$395,791.0

Table 4
Department Position Summary by Program (in FTE positions) (4)

	ADJUSTED BASE FY21	AGENCY REQUEST		GOVERNOR'S RECOMMENDATION	
		FY22	FY23	FY22	FY23
1. Workforce development	1,372.04	1,319.54	1,314.54	1,313.94	1,331.94
5. Vocational rehabilitation services	335.01	336.01	336.01	336.01	336.01
TOTALS	1,707.05	1,655.55	1,650.55	1,649.95	1,667.95

(4) All positions are State Operations unless otherwise specified

1. Unemployment Insurance Modernization

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	79,486,000	0.00	0	0.00
TOTAL	0	0.00	0	0.00	79,486,000	0.00	0	0.00

The Governor recommends providing funding for the upgrade of the state's unemployment insurance benefit and tax administration information technology systems.

2. Unemployment Insurance Administration

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	0	0.00	15,000,000	0.00
TOTAL	0	0.00	0	0.00	0	0.00	15,000,000	0.00

The Governor recommends providing additional resources for unemployment insurance administration due to the sharp, ongoing increase in unemployment insurance benefit claims due to the COVID-19 pandemic.

3. Pandemic Recovery Grants for Local Workforce Boards

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	8,000,000	0.00	0	0.00
TOTAL	0	0.00	0	0.00	8,000,000	0.00	0	0.00

The Governor recommends providing funding for pandemic recovery grants to local workforce development boards.

4. Healthcare Jobs and Recruitment

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	200,000	0.00	0	0.00
TOTAL	0	0.00	0	0.00	200,000	0.00	0	0.00

The Governor recommends providing one-time funding for local workforce development boards to hold hiring events throughout the state for healthcare-related careers and career exploration courses to increase interest in healthcare employment.

5. Wisconsin Fast Forward Pandemic Training Grants

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	10,000,000	0.00	0	0.00
TOTAL	0	0.00	0	0.00	10,000,000	0.00	0	0.00

The Governor recommends providing additional funding as part of the Wisconsin Fast Forward framework for grants to provide training for individuals and organizations affected by the COVID-19 pandemic.

6. Injury to Critical Workers During COVID-19

The Governor recommends modifying worker's compensation law to state that an injury caused to a critical worker by COVID-19 during a national emergency is presumed to be caused by the critical worker's employment.

7. Wisconsin Fast Forward Green Job Training

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	500,000	0.00	500,000	0.00
TOTAL	0	0.00	0	0.00	500,000	0.00	500,000	0.00

The Governor recommends providing additional funding as part of the Wisconsin Fast Forward framework for grants to provide training for green jobs throughout the state.

8. Wisconsin Worker Connection Pilot Program

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	2,226,700	25.00	7,483,000	48.00
TOTAL	0	0.00	0	0.00	2,226,700	25.00	7,483,000	48.00

The Governor recommends providing one-time funding and positions to create a new customer-centric worker pilot program to assist individuals in obtaining meaningful employment by overcoming barriers to employment.

9. Hire Heroes Program

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	55,000	0.50	55,000	0.50
TOTAL	0	0.00	0	0.00	55,000	0.50	55,000	0.50

The Governor recommends providing additional funding and position authority to help increase employment and job training services for veterans with high barriers to employment. The Governor also recommends repealing the provision specifying that veterans can only apply for the program no later than seven years after the date of discharge from military service.

10. Apprenticeship Expansion

The Governor recommends transferring \$275,000 GPR from the department's reimbursement for tuition payments appropriation to increase funding for the Apprenticeship Completion Award Program. The Governor also recommends modifying existing statutes to allow for youth apprenticeship curriculum development expenditures to be spent from any allowable source. The Governor further recommends modifying the existing appropriation structure to allow for the reallocation of funding based upon program enrollment.

11. Youth Apprenticeship

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	250,000	0.00	250,000	0.00
TOTAL	0	0.00	0	0.00	250,000	0.00	250,000	0.00

The Governor recommends providing funding to expand youth apprenticeship opportunities.

12. Project SEARCH

The Governor recommends transferring \$250,000 GPR from the department's Wisconsin Fast Forward program to Project SEARCH to provide greater resources for young adults with disabilities.

13. Increase Vocational Rehabilitation Resources

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	16,400	0.21	912,900	0.21	16,400	0.21	912,900	0.21
PR-F	60,600	0.79	3,372,000	0.79	60,600	0.79	3,372,000	0.79
TOTAL	77,000	1.00	4,284,900	1.00	77,000	1.00	4,284,900	1.00

The Governor recommends increasing funding for the state match for the Title 1B formula grant and providing 1.0 FTE position to continue to support vocational rehabilitation services for individuals with significant disabilities.

14. Worker Classification Violation Penalty Structure

The Governor recommends creating an escalating penalty structure for repeat violations of worker's compensation and unemployment insurance laws around worker classification. The Governor also recommends creating an escalating administrative penalty for repeat offenders and continued referral for criminal prosecution for subsequent violations. The Governor further recommends utilizing the Department of Safety and Professional Services' Construction Contractor Registration program to ensure contractors are complying with all applicable laws. See Department of Safety and Professional Services, Items #9 and #10.

15. Education on Worker Misclassification

The Governor recommends requiring the department to develop and make available to employers and on its Web site information regarding worker classification laws, requirements and penalties for noncompliance. The Governor also recommends requiring that outreach and education regarding worker misclassification be provided to certain entities as follows: (a) requiring the Department of Administration to coordinate with state agencies to conduct outreach to entities that serve vulnerable populations; (b) requiring the Office of the Commissioner of Insurance to conduct outreach and provide education, at least annually, to insurers and other relevant entities; and (c) requiring the Department of Financial Institutions to provide informational materials and resources on worker misclassification with new business registrations. The Governor further recommends that such outreach include information regarding the rules, requirements, reporting procedures and penalties surrounding worker misclassification. See Department of Administration, Item #37; Department of Financial Institutions, Item #10; and Office of the Commissioner of Insurance, Item #27.

16. Investigation and Enforcement of Worker Classification

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-F	0	0.00	0	0.00	157,500	3.00	210,000	3.00
TOTAL	0	0.00	0	0.00	157,500	3.00	210,000	3.00

The Governor recommends providing field auditor positions within the Division of Unemployment Insurance to allow for additional investigations and audits regarding worker misclassification.

17. Minimum Wage

The Governor recommends increasing the statutory minimum wage for general workers to \$8.60 on or after the effective date of the budget bill and prior to January 1, 2023; then \$9.40 on or after January 1, 2023; then \$10.15 on or after January 1, 2024; and then by the change in the consumer price index for each year thereafter. The Governor also recommends the creation of a task force to study options for achieving a statewide minimum wage of \$15 per hour, which will consist of five gubernatorial appointees, and one appointee of each of the Senate majority leader, Senate minority leader, speaker of the Assembly and Assembly minority leader.

18. Prevailing Wage

The Governor recommends requiring employers conducting projects of public works, both state and local, to pay workers the hourly wage and benefits paid to the majority of workers in the project's area.

19. Right to Work

The Governor recommends repealing the prohibition on contracts between labor unions and employers that specify the employer may only hire unionized workers. The Governor also recommends repealing the prohibitions on the following as a condition of obtaining or continuing employment: (a) refraining or resigning from membership or affiliation with a labor organization; (b) becoming or remaining a member of a labor organization; (c) paying dues or other amounts to a labor organization; and (d) paying a third party amounts in place of dues to a labor organization.

20. Project Labor Agreements

The Governor recommends repealing the provisions of 2017 Wisconsin Act 3, which prohibited agreements (such as collective bargaining agreements, project labor agreements or community workforce agreements) between governments and labor organizations on public works projects.

21. Local Employment Regulations

The Governor recommends repealing the prohibitions on local governments enacting ordinances regarding: (a) minimum family and medical leave requirements; (b) wage claims and collections; (c) employee hours and overtime (including scheduling of work hours or shifts); (d) required employment benefits; and (e) solicitation of a prospective employee's salary history.

22. Migrant Labor Inspector

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	58,000	1.00	77,400	1.00	58,000	1.00	77,400	1.00
TOTAL	58,000	1.00	77,400	1.00	58,000	1.00	77,400	1.00

The Governor recommends providing a position and associated funding for an additional migrant labor inspector to focus on housing inspections and employment services for migrant and seasonal workers throughout the state.

23. Job Applicant Conviction History

The Governor recommends establishing that requesting an applicant for employment to supply information regarding his or her conviction record, or otherwise considering the record, prior to selection for an interview constitutes employment discrimination. See Department of Justice, Item #25.

24. Unemployment Insurance Policy Changes

The Governor recommends making the following changes to the unemployment insurance law: (a) increase the maximum weekly benefit rate from \$370 to \$409 as of January 1, 2022; to 50 percent of the average weekly wage as of January 1, 2023; and then to 75 percent of the average weekly wage as of January 1, 2024; (b) eliminate the one-week waiting period to receive benefits; (c) repeal the maximum weekly earnings wage threshold; (d) expand voluntary termination eligibility beyond individuals in the armed forces to include cases where a spouse has been reassigned by his or her employer; (e) repeal current law regarding work search waivers and require the department to establish waivers in administrative rule; (f) eliminate substantial fault as a disqualifying element for benefits; (g) repeal current law regarding the prohibition for Social Security Disability Insurance recipients to receive benefits and the requirement to notify the department of enrollment, and treat payments similar to pensions and prorate it as a weekly payment and deducted from unemployment benefits; (h) repeal drug testing statutes and transfer \$250,000 GPR for drug testing of unemployment benefit recipients to a new appropriation for administration of unemployment insurance; and (i) modify suitable work and quit-to-take exceptions to provide individuals greater flexibility in finding suitable employment.

25. Family and Medical Leave

The Governor recommends expanding current state law, which provides 12 weeks of family and medical leave, as follows: (a) applying the law to employers with at least 25 employees, instead of 50 employees; (b) permitting leave to be taken to care for a grandparent, grandchild or sibling with a serious health condition; (c) expanding the definition of "qualifying exigency" to include deployment of a spouse or child, and an unforeseen or unexpected closure of a school or child care facility; (d) expanding the definition of "serious health condition" to include medical quarantine to allow workers to take Family and Medical Leave Act leave when under a medical quarantine, or caring for someone under quarantine, regardless of whether the person is exhibiting symptoms or not; (e) reducing the number of hours an employee is required to work before qualifying to 680 hours, instead of 1,000 hours; and (f) extending the statute of limitations for filing a complaint regarding law violations to 300 days, instead of 30 days.

26. Employment Discrimination

The Governor recommends expanding the definition of employment discrimination to specify that employers cannot discriminate based upon gender identity and expression. The Governor also recommends modifying current law to allow the department or an individual, who is alleged or was found to have been discriminated against or subjected to unfair honesty or genetic testing, to bring an action in circuit court to recover compensatory and punitive damages caused by the act of discrimination, unfair honesty testing or unfair genetic testing in addition to or in lieu of filing an administrative complaint.

27. Work Opportunity Tax Credit

The Governor recommends creating a Wisconsin supplement to the federal Work Opportunity Tax Credit equal to 50 percent of the amount a taxpayer claims for the federal credit to incentivize hiring individuals who otherwise have difficulty finding employment. The fiscal impact is an estimated revenue reduction of \$27.8 million in FY22 and \$24.1 million in FY23. See Department of Revenue, Item #8.

28. Equal Rights Technology

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	35,000	0.00	35,000	0.00
TOTAL	0	0.00	0	0.00	35,000	0.00	35,000	0.00

The Governor recommends providing funding for the development of a new programwide on-line form for equal rights complaints.

29. Child Labor Permit Fees

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-O	55,000	0.00	55,000	0.00	55,000	0.00	55,000	0.00
TOTAL	55,000	0.00	55,000	0.00	55,000	0.00	55,000	0.00

The Governor recommends modifying the child labor permit fee structure to transfer all revenue, except that which is retained by the issuer, directly to the department.

30. Child Labor Permit Functions

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-F	96,200	3.00	96,200	3.00	96,200	3.00	96,200	3.00
PR-O	-96,200	-3.00	-96,200	-3.00	-96,200	-3.00	-96,200	-3.00
TOTAL	0	0.00	0	0.00	0	0.00	0	0.00

The Governor recommends transferring positions between program revenue and federal appropriations to align with existing revenue and expenditures.

31. Substance Abuse Prevention on Public Works and Public Utility Projects

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	115,200	2.00	155,000	2.00
PR-O	0	0.00	0	0.00	58,100	1.00	77,500	1.00
TOTAL	0	0.00	0	0.00	173,300	3.00	232,500	3.00

The Governor recommends providing positions and associated funding to bolster education and investigation services for substance abuse prevention on state public works and public utility projects.

32. Worker's Compensation Electronic Payments and Forms

The Governor recommends modifying current law to allow the option for employers and claimants to utilize electronic delivery for worker's compensation forms and payments.

33. Worker's Compensation Appropriation Change

The Governor recommends modifying the worker's compensation uninsured employers fund; payments appropriation in order for the department to account for continuing segregated revenue balances and expenditures.

34. Work Injury Supplemental Fund Appropriation

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
SEG-O	5,000,000	0.00	5,000,000	0.00	5,000,000	0.00	5,000,000	0.00
TOTAL	5,000,000	0.00	5,000,000	0.00	5,000,000	0.00	5,000,000	0.00

The Governor recommends creating a new appropriation to account for special assessments related to insurer reimbursements.

35. Program Revenue Overdraft

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	0	0.00	0	0.00	975,900	0.00	0	0.00
TOTAL	0	0.00	0	0.00	975,900	0.00	0	0.00

The Governor recommends providing funding to correct an equity overdraft related to errors from fiscal years 1993-94 and 1997-98.

36. Agency Equity Officer

The Governor recommends reallocating an existing 0.5 FTE vacant position for creation of a new agency equity officer within the Office of the Secretary. The agency equity officer will collaborate with the Chief Equity Officer within the Department of Administration and agency equity officers within other agencies to identify opportunities to advance equity in government operations, including determining how current government practices and policies impact communities of color and individuals with disabilities. See Department of Administration, Item #1; Department of Agriculture, Trade and Consumer Protection, Item #38; Department of Children and Families, Item #26; Department of Corrections, Item #26; Department of Financial Institutions, Item #13; Department of Health Services, Item #109; Department of Justice, Item #30; Department of Military Affairs, Item #9; Department of Natural Resources, Item #51; Department of Public Instruction, Item #31; Department of Revenue, Item #43; Department of Safety and Professional Services, Item #6; Department of Tourism, Item #8; Department of Transportation, Item #42; Department of Veterans Affairs, Item #6; Office of the Commissioner of Insurance, Item #28; and Public Service Commission, Item #20.

37. Federal Reestimates

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-F	3,914,100	0.00	-1,473,800	0.00	3,914,100	0.00	-1,473,800	0.00
TOTAL	3,914,100	0.00	-1,473,800	0.00	3,914,100	0.00	-1,473,800	0.00

The Governor recommends adjusting the department's expenditure authority based on reestimates of federal program revenue.

38. Human Resources Shared Services Positions

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
PR-S	0	0.00	0	0.00	0	-0.60	0	-0.60
TOTAL	0	0.00	0	0.00	0	-0.60	0	-0.60

The Governor recommends modifying expenditure and position authority for several human resources positions to better align funding with position duties. See Department of Administration, Item #38; Department of Health Services, Item #108; and Department of Transportation, Item #44.

39. Standard Budget Adjustments

Source of Funds	Agency Request				Governor's Recommendations			
	FY22		FY23		FY22		FY23	
	Dollars	Positions	Dollars	Positions	Dollars	Positions	Dollars	Positions
GPR	347,400	0.00	347,400	0.00	347,400	0.00	347,400	0.00
PR-F	2,539,200	-90.00	-417,300	-95.00	2,539,200	-90.00	-417,300	-95.00
PR-O	-71,100	0.00	-71,100	0.00	-71,100	0.00	-71,100	0.00
PR-S	-394,300	0.00	-394,300	0.00	-394,300	0.00	-394,300	0.00
SEG-O	227,900	0.00	227,900	0.00	227,900	0.00	227,900	0.00
TOTAL	2,649,100	-90.00	-307,400	-95.00	2,649,100	-90.00	-307,400	-95.00

The Governor recommends adjusting the department's base budget for: (a) turnover reduction (-\$2,611,100 in each year); (b) removal of noncontinuing elements from the base (-\$2,611,900 and -90.0 FTE positions in FY22 and -\$5,568,400 and -95.0 FTE positions in FY23); (c) full funding for continuing position salaries and fringe benefits (\$8,020,200 in each year); (d) overtime (\$153,800 in each year); and (e) full funding of lease and directed moves costs (-\$301,900 in each year).

ITEMS NOT APPROVED

The following requests are not included in the Governor's budget recommendations for the Department of Workforce Development.

Decision Item	Source of Funds	FY22		FY23	
		Dollars	Positions	Dollars	Positions
40. Transfer of WC Adjudication	SEG-O	0	36.50	0	36.50
41. Juvenile Justice System Apprenticeship Program	GPR	22,500	0.00	45,000	0.00
TOTAL OF ITEMS NOT APPROVED	GPR	22,500	0.00	45,000	0.00
	SEG-O	0	36.50	0	36.50